

# Eye and Face Protection – Know the Laws of Your Province



**Employers must provide and ensure workers use appropriate PPE against eye and face injury.**

If statistical averages hold true, by the time you finish work today, approximately 200 Canadian workers will have suffered an on-the-job eye or face injury. And those statistics don't account for eyestrain and fatigue that builds up and causes injury over time. That's why OHS laws of all jurisdictions require employers to provide and ensure workers use appropriate PPE to protect them from the eye and face hazards to which they're exposed. Here's a summary of the general and eye/face PPE requirements in each part of Canada.

## OHS Eye & Face Protection Requirements

### FEDERAL

**General PPE:** (1) Employee must report PPE defects to employer as soon as feasible, who must then remove PPE from service if defect is dangerous and not return it to service until a qualified person restores it to good operating condition; (2) Employer must ensure that every **person** given access to workplace and who uses PPE is instructed and trained in its safe use and maintenance by a qualified person, with instruction and training provided summarized in writing and kept readily available to every person granted access to the workplace; (3) Employer must keep a record of all PPE they provide (other than disposable equipment) listing: (a) a description of equipment and the date employer acquired it; (b) date and result of each inspection and test; (c) date and nature of any maintenance work done on PPE since it was acquired; and (d) name of person who performed the inspection, test or maintenance; (4) Record must be kept at workplace where PPE is located and retained for 2 years after it's removed from surface, unless a standard requires longer retention period (*COHS Regs.*, Secs. 12.18 to 12.21)

**Eye & Face Protection:** (1) Employer must provide every person granted access to the workplace with eye or face protection equipment selected by the employer in accordance with Annex A of CSA Group Standard Z94.3 if there's risk of injury to the eyes or face in the workplace; (2) Eye and face protectors must meet

requirements set out in that standard; and (3) Contact lenses may not be worn if there's routine exposure to irritating airborne chemical agents, intense heat, liquid splashes, molten metals or similar agents in a workplace (*COHS Regs.*, Sec. 12.12)

## ALBERTA

**General PPE:** If hazard assessment identifies need for PPE: (1) Employer must ensure that: (a) workers wear that's correct for the hazard, (b) workers properly use and wear the PPE, (c) the PPE is in a condition to perform the function for which it's designed, (d) workers are trained in the correct use, care, limitations and assigned maintenance of the PPE, and (e) Use of PPE itself doesn't endanger workers; and (2) Worker must: (a) properly use and wear the appropriate PPE in accordance with the training and instruction received, (b) inspect the PPE before using it, and (c) not use PPE that can't perform the function for which it's designed (*OHS Code*, Sec. 228).

**Eye & Face Protection:** (1) If a worker's eyes may be injured or irritated at a work site, employer must ensure that the worker wears PPE to protect the eyes that: (a) Meets: (i) CSA Z94.3 07, (ii) CSA Z94.3 02, or (iii) CSA Z94.3 99, and (b) Is appropriate to the work and hazards; (2) Prescription eyewear may be worn if it: (a) Is PPE to protect the eyes, and (b) Meets: (i) CSA Z94.3 07, (ii) CSA Z94.3 02, or (iii) CSA Z94.3 99, and (c) Is appropriate to the work and hazard involved; (3) Prescription PPE to protect the eyes having glass lenses must not be used if there's danger of impact unless it's worn behind equipment meeting the requirements of subsection (1); (4) If use of plastic prescription lenses is impracticable, and there's no danger of impact, a worker may use lenses made of treated safety glass that meet: (a) ANSI Z87.1 2003, or (b) ANSI Z87.1 1989; (5) Prescription PPE to protect the eyes may consist of frames that meet ANSI Z87.1 2003, if the lenses meet CSA Z94.3 07; (6) If a worker must wear full face piece respiratory protective equipment and the face piece is intended to prevent materials striking the eyes, employer must ensure that the face piece EITHER: (a) Meets: (i) CSA Z94.3 07, or (ii) CSA Z94.3 02; OR (b) Meets (i) ANSI Z87.1 2003, or (ii) ANSI Z87.1 1989; (7) Employer must ensure that workers are advised of eye hazards posed by wearing contact lenses during the work and the alternatives to wearing contact lenses; and (8) A worker must not perform electric arc welding if it's reasonably possible for another worker to be exposed to radiation from the arc unless the other worker is wearing suitable PPE to protect the eyes or is protected by a screen (*OHS Code*, Secs. 229 – 231)

## BRITISH COLUMBIA

**General PPE:** (1) Workers responsible for providing safety headgear unless it's agreed otherwise; (2) PPE must: (a) be selected and used in accordance with recognized standards, and provide effective protection, (b) not in itself create a hazard to the wearer, (c) be compatible, so that one item of PPE doesn't make another item ineffective, and (d) be maintained in good working order and sanitary condition; (3) If the use of PPE creates hazards equal to or greater than those it's intended to prevent, alternative PPE must be used or other appropriate measures taken; (4) Evaluation of workplace conditions required to determine appropriate PPE must be done in consultation with JHSC or health and safety rep, as well as worker who will use the equipment; (5) PPE program required where PPE is necessary to protect against a chemical exposure or oxygen

deficient atmosphere, with program reviewed annually; (6) Employer must ensure that worker who wears PPE is adequately instructed in its correct use, limitations and assigned maintenance duties; (7) Supervisor must ensure that appropriate PPE is: (a) available to workers, (b) properly worn when required, and (c) properly cleaned, inspected, maintained and stored; (8) Worker required to use PPE must (a) use the equipment in accordance with training and instruction, (b) inspect the equipment before use, (c) refrain from wearing PPE outside of the work area where it's required doing so would constitute a hazard, and (d) report any equipment malfunction to the supervisor or employer; and (9) Worker assigned responsibility for cleaning, maintaining or storing PPE must do so in accordance with training and instruction provided (*OHS Reg.*, Part 8)

**Eye Protection:** (1) A worker must wear 'eye protection,' i.e., PPE for the eyes, in an area of the workplace where there are or may be eye hazards; (2) Where required, eye protection must: (a) fit the worker properly; (b) provide the worker appropriate protection from eye hazards to which the worker is exposed; (c) meet: (i) CSA Z94.3-07; (ii) CSA Z94.3-15; or (iii) ANSI/ISEA Z87.1-2015; (4) In determining if eye protection is appropriate for a hazard, all factors relevant to the nature and extent of each of those eye hazards must be considered, including but not necessarily limited to: (a) the form of the hazard; (b) how the hazard may be transmitted; and (c) the injury or occupational disease that the hazard could cause; (5) Except as permitted by subsection (6), eyeglasses or eye protection with glass lenses must not be worn by a worker in an area of the workplace where there's a risk, due to conditions in the area or the activities conducted in it, that something could damage the glass lenses and cause an injury to the eye; (6) Exception: Eyeglasses or eye protection with glass lenses may be worn in an area of the workplace described in subsection (5) if, covering the glass lenses, the worker wears eye protection that meets either: (a) CSA Z94.3-07 or CSA Z94.3-15; or (b) the impact rated requirements set out in section 6 of ANSI/ISEA Z87.1-2015; and (7) Eye protection must have side protection (which can include removable side shields) if an eye hazard could reach a worker's eye through an unprotected area beside the eye (*OHS Reg.*, Part 8)

**Face Protection:** (1) Workers must wear 'face protection,' i.e., PPE of the face, covering their eye protection if they're in an area of the workplace where there are or may be hazards to the face; (2) Where required, face protection must: (a) fit the worker properly; (b) provide the worker appropriate protection from the face hazards to which they're exposed; and (c) meet (i) CSA Z94.3-07; (ii) CSA Z94.3-15; or (iii) ANSI/ISEA Z87.1-2015; and (4) In determining if face protection provides appropriate protection, all factors relevant to the nature and extent of each of those face hazards must be considered, including but not necessarily limited to: (a) the form of the hazard; (b) how the hazard may be transmitted; and (c) the injury or occupational disease that the hazard could cause (*OHS Reg.*, Part 8)

## MANITOBA

**General PPE:** (1) Employer must ensure that a worker wears and uses PPE when required to do so under the Regulations and in the event of an emergency in the workplace, including a spill or discharge of a hazardous substance; (2) Employer must: (a) develop and implement safe work procedures for the use of PPE; (b) train workers in those safe work procedures; (c) ensure that workers comply with those safe work procedures; and (d) ensure that safe work procedures developed

by the PPE manufacturer, if any, are followed and that the employer's own procedures aren't inconsistent with the manufacturer's procedures; (3) If PPE is required, employer must: (a) provide a worker, at no cost, the equipment appropriate for the risks associated with the workplace and the work; (b) ensure that the equipment is (i) stored in a location that's clean, secure, and readily accessible by the worker, (ii) immediately repaired or replaced if it's defective, and (iii) immediately replaced with clean or decontaminated equipment if it's rendered ineffective because of contamination with a hazardous substance; and (c) make, so far as reasonably practicable, appropriate adjustments to the work procedures and rate of work to eliminate or reduce any risk to the safety or health of a worker that may arise from the worker's use of the equipment; (4) Employer must ensure that: (a) before providing PPE to a worker, the equipment is fit for its purpose, as determined by the employer inspecting it and testing it or carrying out any pre-use procedure in accordance with the manufacturer's specifications; (b) the equipment provided fits the worker correctly and can be safely used by the worker; and (c) the worker is informed of and understands the safety or health risk for which the equipment is designed and its limitations, if any, in the protection it provides; (5) Worker provided with PPE must: (a) wear or use it in accordance with the manufacturer's specifications; (b) take reasonable steps to prevent damage to it; and (c) inform the employer if it becomes defective or fails to provide the protection it's intended to provide; (6) When

a worker is required to provide protective headwear or footwear for themselves, (a) employer's duty is merely to ensure that the equipment provided by the worker meets, and is used in accordance with, the requirements of Part 6 of the Regs; and (b) the worker must take reasonable steps to prevent damage to the equipment and ensure that it (i) meets and is used in accordance with the manufacturer's specifications and the requirements of Part 6, (ii) is immediately repaired or replaced if it's defective, and (iii) is immediately replaced with clean or decontaminated equipment, if it's rendered ineffective because of contamination by a hazardous substance (*WSH Regs.*, Secs. 6.1 to 6.6)

**Eye & Face Protection:** (1) Employer must provide worker an eye or face protector that meets CSA Z94.3-15, CSA Z94.3.1-16, and that's appropriate for the risk, if there's a risk of irritation or injury to the worker's face or eyes from: (a) flying objects or particles; (b) splashing liquids or molten metal; (c) ultraviolet, visible or infrared radiation; or (d) any other material, substance or matter; and (2) Prescription lenses or prescription eyewear don't count as eye protectors for purposes of this requirement (*WSH Regs.*, Sec. 6.13)

## NEW BRUNSWICK

**General PPE:** (1) Employer must provide any protective equipment Regs. require workers to use and ensure that the employee is instructed and trained in its proper use and care; and (2) Where Regs. require employees to use protective equipment, employee must: (a) use the equipment in accordance with the instruction and training received, (b) test or visually inspect the equipment before each use as appropriate to the type of equipment to be used, (c) report any defective equipment to the employer and not use the equipment, and (d) care for the equipment properly while using it (*OHS Gen. Reg.*, Sec. 38)

**Eye & Face Protection:** Employer must use protective equipment appropriate to the hazard and that meets CSA Z94.3-15, or a standard offering equivalent or better

protection, if an employee is exposed to a hazard that may irritate or injure the eyes, face, ears or front of the neck (*OHS Gen. Reg.*, Sec. 39)

## NEWFOUNDLAND

**General PPE:** (1) PPE must: (a) be selected and used in accordance with recognized standards and provide effective protection; (b) not in itself create a hazard to the wearer; (c) be compatible so that one item of PPE doesn't make another item ineffective; and (d) be maintained in good working order and sanitary condition; and (2) Employer must ensure that a worker who wears PPE is adequately instructed in its correct use, limitations and assigned maintenance duties (*OHS Regs.*, Secs. 71 and 72)

**Eye & face protection:** (1) Employer must ensure that a worker who handles or is exposed to materials or conditions likely to injure or irritate the eye or face wears properly fitting face and eye protection appropriate to the conditions of the workplace and that meets CSA Z94.3; (2) Prescription safety eyewear must also meet CSA Z94.3; (3) Bifocal and trifocal glass lenses may not be used if there's a danger of impact unless the lenses are worn behind impact-rated goggles or other eye protection acceptable to the minister; (4) A worker may use prescription lenses made of treated safety glass meeting ANSI Z87.1 if use of polycarbonate or plastic prescription lenses is impracticable due to the workplace conditions and there's no danger of impact; and (5) Adequate precautions must be taken if a hazardous substance or condition may adversely affect a worker wearing contact lenses (*OHS Regs.*, Secs. 75 – 77)

## NOVA SCOTIA

**General PPE:** (1) Employer must ensure that adequate PPE or devices required for an assigned task are used, based on: (a) the nature of the task; (b) workplace location and conditions; and (c) any hazards that may affect a person in the workplace's health and safety; (2) Where PPE or devices are required, employer must ensure that: (a) employee receives adequate training in their proper use and care; and (b) employee wears or uses the PPE or devices in accordance with instruction and training provided; (3) Employer must ensure that all required PPE or devices are: (a) maintained by a competent person; and (b) tested or visually inspected before each use, in accordance with the manufacturer's specifications (4) If anybody identifies a defect in PPE or devices that may impair their adequacy, employer must ensure that the PPE or devices aren't used until they're repaired; and (5) Employees must wear or use all required PPE or devices (*Occ. Safety Gen. Regs.*, Sec. 9)

**Eye & Face Protection:** (1) Employer must ensure that protective equipment is worn that's appropriate to the hazard and that meets CSA Z94.3, if a person is exposed to a hazard that may irritate or injure the eyes, face, or front of the neck; and (2) Subsection (1) doesn't apply if a person operating a chain saw is wearing adequate face protection as a substitute for the protective equipment (*Occ. Safety Gen. Regs.*, Sec. 10)

## ONTARIO

**Industrial Establishments:** Workers exposed to eye injury must wear eye protection appropriate in the circumstances (*Indust. Ests. Regs.*, Sec. 81;

## PRINCE EDWARD ISLAND

**General PPE:** (1) Employer must ensure that PPE is maintained in good condition; (2) Employer must ensure that every worker required to use PPE gets pre-job instruction by the employer to understand its use, limitations, and maintenance; and (3) Workers wearing or using PPE must test the equipment before each use and not wear or use any equipment they have reason to believe is defective (*OHS Gen. Regs.*, Sec. 45)

**Eye & Face Protection:** (1) Employer must ensure that a worker exposed to a hazard which could irritate or injure the eyes or face wears protection appropriate to the hazard and that meets CSA Z94.3-15, or a standard offering equivalent protection; (2) Employer must ensure that a worker with 20/200 vision in or is blind in either eye, or is blind in either eye, also wears the above required eye protection; (3) A worker that intends to wear contact lenses at their place of employment must immediately notify the employer; (4) Employer must ensure that no worker wears contact lenses where: (a) gases, vapours or other materials are present which when absorbed by contact lenses may harm the eyes; or (b) dusts or other materials are present which may harm the eyes or cause distraction which may expose the worker to other injury; and (5) Workers may not wear contact lenses while welding (*OHS Gen. Regs.*, Sec. 45)

## QUÉBEC

**General PPE:** (1) Employer must provide worker, free-of-charge, individual or collective means and equipment required under the OHS Regulation and ensure that workers have received the information necessary for using those means and equipment; and (2) Workers must wear or use the individual or collective protective means and equipment required (*OHS Regs.*, Secs. 338 and 339)

**Eye & Face Protection:** (1) Wearing an eye protector or face protector acquired on or after 5 May 2011, and that meets CSA Z94.3 is mandatory for any worker exposed to a danger that may cause injury to the eyes or face by particles or objects, dangerous substances, molten metals or intense radiation; (2) Protectors in good condition that meet CSA Z94.3-92, CSA Z94.3-99 or CSA Z94.3-02 are considered to offer adequate protection; and (3) An eye protector or a face protector complies with the requirements of this section if it meets the most recent version or the previous version of the standard referred to above and hasn't reached the manufacturer's expiry date (*OHS Regs.*, Sec. 343)

## SASKATCHEWAN

**General PPE:** (1) If it's not reasonably practicable to protect health and safety via design of the plant and work processes, suitable work practices or administrative controls, employer or contractor must ensure that every worker wears or uses suitable and adequate PPE; (2) If PPE won't effectively protect a worker, employer or contractor must, if reasonably practicable, provide alternative work arrangements for worker; (3) An employer or contractor legally required to provide PPE must : (a) supply approved PPE to the workers at no cost to the workers; (b) ensure that the PPE is used by the workers; (c) ensure that the PPE is at the worksite before work begins; (d) ensure that the PPE is stored

in a clean, secure location that's readily accessible to workers; (e) ensure that each worker is aware of the location of the PPE and trained in its use; (f) inform workers of the reasons why the PPE is required to be used and of the limitations of its protection; and (g) ensure that PPE provided to a worker is: (i) suitable and adequate and a proper fit for that worker; (ii) maintained and kept in a sanitary condition; and (iii) removed from use or service when damaged; (4) If an employer or contractor requires a worker to clean and maintain PPE, employer must ensure that the worker has adequate time during normal working hours without loss of pay or other benefits for this purpose; (5) If reasonably practicable, an employer or contractor must make appropriate adjustments to the work procedures and the rate of work to eliminate or reduce the danger or discomfort to the worker that may arise from the worker's use of PPE; (6) A worker who's provided with PPE by an employer or contractor must: (a) use the PPE; and (b) take reasonable steps to prevent damage to it; (7) If PPE provided to a worker becomes defective or otherwise fails to provide the intended protection, the worker must: (a) return the PPE to the employer; and (b) inform the employer of the defect or other reason why the doesn't provide the intended protection; and (8) Employer must immediately repair or replace any PPE that the worker returns in accordance with subsection (7) (*OHS Regs.*, Part 7)

**Eye & Face Protection:** (1) Employer or contractor must provide approved industrial eye or face protectors and require workers to use them there's a risk of irritation or injury to the face or eyes from flying objects or particles, splashing liquids, molten metal or ultraviolet, visible or infrared radiation; (2) Employer or contractor must take all reasonable steps to ensure that a worker doesn't perform electric arc welding if another worker may be exposed to radiation from the arc, unless the other worker is using a suitable industrial eye protector or is protected from the radiation by a suitable screen; and (3) Worker may not perform electric arc welding if another worker may be exposed to radiation from the arc, unless the other worker is using a suitable industrial eye protector or is protected from the radiation by a suitable screen (*OHS Regs.*, Sec. 7-8)

## **NORTHWEST TERRITORIES & NUNAVUT**

**General PPE:** (1) If it's not reasonably possible to protect health and safety via design of the plant and work processes, suitable work practices or administrative controls, employer must ensure that worker wears or uses suitable and adequate PPE; (2) If PPE won't effectively protect a worker, employer must, if reasonably possible, provide alternative work arrangements for worker; (3) An employer legally required to provide PPE must : (a) supply approved PPE to the worker at no cost to the worker; (b) ensure that the PPE is used by the worker; (c) ensure that PPE is at the worksite before work begins; (d) ensure that the PPE is stored in a clean, secure location that's readily accessible to workers; (e) ensure that each worker is aware of the location of the PPE and trained in its use; (f) inform workers of the reasons why the PPE is required and of the limitations of its protection; and (g) ensure that PPE provided to a worker is: (i) suitable and adequate and a proper fit for that worker; (ii) maintained and kept in a sanitary condition; and (iii) removed from use or service when damaged; (4) If an employer requires a worker to clean and maintain PPE, employer must ensure that the worker has adequate time to do so during normal working hours without loss of pay or other benefits; (5) If reasonably possible,

employer must make appropriate adjustments to the work procedures and rate of work to eliminate or reduce any danger or discomfort to the worker that may arise from the worker's use of PPE; (6) A worker who's provided with PPE by an employer must: (a) use the PPE; and (b) take reasonable steps to prevent damage to it; (7) If PPE provided to a worker becomes defective or otherwise fails to provide the intended protection, the worker must: (a) return the PPE to the employer or contractor; and (b) inform the employer or contractor of the defect or other reason why the doesn't provide the intended protection; and (8) Employer or contractor must immediately repair or replace any PPE that the worker returns in accordance with subsection (7) (*OHS Regs.*, Part 7)

**Eye & Face Protection:** (1) Employer must provide and require the worker to use an approved industrial eye protector or approved face protector to eliminate or reduce any risk of irritation or injury to the face or eyes from flying objects or particles, splashing liquids, molten metal or ultraviolet, visible or infrared radiation; (2) Employer must take all reasonable steps to ensure that a worker doesn't perform electric arc welding if another worker could be exposed to radiation from the arc, unless the other worker is using an approved industrial eye protector or is protected from the radiation by an approved screen; (3) A worker must not perform electric arc welding if another worker could be exposed to radiation from the arc, unless the other worker is using an approved industrial eye protector or is protected from the radiation by an approved screen; and (4) A worker who's required by the regulations to use an industrial eye protector or face protector must not wear contact lenses (*OHS Regs.*, Sec. 97)

## YUKON

**General PPE:** (1) All workers must be provided, at no cost to them, with all PPE, specialty clothing or equipment required by the OHS Regulations except: (a) clothing to protect them against the natural elements, (b) general purpose work gloves where required by the nature of the work or the elements, and (c) appropriate footwear including safety footwear required by the Regs.; (2) Required PPE must be: (a) selected, used and maintained to provide effective protection in accordance with the manufacturer's instructions, recognized standards and the Regs; (b) compatible with other equipment and not present a hazard to the user, (c) replaced with alternative equipment or other measures if its use creates hazards equal to or greater than those its use was intended to protect against, (d) replaced by alternative equipment or safe procedures or measures if the equipment causes allergenic or other adverse health effects; (e) promptly replaced if deteriorated or inadequate to meet the requirements of the applicable standard and Regs., or if the conditions of use change, and (f) selected in consultation with the JHSC, safety rep or the worker who will use it; (3) Appropriate PPE must be: (a) readily available to workers, with appropriate training provided; (b) properly used, cleaned, inspected, maintained and stored; (c) used in accordance with the Regs. and instruction and training provided to workers; (4) PPE must be inspected before each use and any equipment malfunction must be reported to the supervisor or employer and may not be used until it's repaired, and; (5) PPE must be cleaned, maintained and stored in accordance with instructions and training (*OHS Regs.*, Part 1)

**Eye & Face Protection:** (1) A worker must be required to wear properly fitting safety eyewear, goggles, face shields, side shields, glasses or other such protective items provided by the employer and appropriate to the workplace



conditions if the worker: (a) handles, uses or is exposed to materials or substances that may injure the eyes, (b) is engaged in or is around work or processes where objects or particles may fly, be thrown about or otherwise cause danger of impact with the eyes, (c) is exposed to excessive light, heat rays, electric arcs or similar hazards, (d) has 20/200 or less vision in either eye or is blind in either eye, (e) is working on or testing energized electrical equipment, or (f) is working with laser beams (2) Face protectors, prescription and non-prescription safety eyewear must meet: (a) CSA Z94.3-02, (b) ANSI Z87.1-2003, or (c) other similar standards acceptable to the board; and (3) Worker must ensure that: (a) the employer is notified when the worker wears contact lenses, has 20/200 vision or less in either eye, or is blind in either eye, (b) prescription safety eyewear meets CSA Z94.3-02, or other similar standard acceptable to the board, (c) adequate precautions are taken if a hazardous substance or condition may adversely affect the worker when wearing contact lenses, (d) bifocal and trifocal glass lenses aren't worn if there's a danger of impact, unless they're worn behind impact rated eye protection, and (e) where the use of polycarbonate or plastic prescription lenses isn't practicable due to conditions present at the workplace and there's no danger of impact, prescription lenses made of treated safety glass meet ANSI Z87.1-2003, or other similar standard acceptable to the board. (*OHS Regs.*, Secs. 1.22 ' 1.24)